

RESOLUTION NO. 4336

A RESOLUTION ADOPTING MANAGEMENT INCENTIVE
PLAN AS CITY POLICY.

WHEREAS, the City Council of the City of Lodi desires to establish a set of salary and wage supplements for its Management employees to reward them for loyal and dedicated service and as an incentive to remain with the City of Lodi;

NOW, THEREFORE, BE IT RESOLVED that the following Management Incentive Plan be adopted as City policy:

The Management Incentive Plan consists of a salary administration program and certain benefits specific to two classifications of management employees. Schedule A consists of the City Manager and City Department Heads. Schedule B consists of "mid-management" employees. Salary ranges for each of these positions will be reviewed and appropriate modifications made annually by the City Council. Those employees in Classification A, except for Council appointees, will be evaluated by the City Manager for salary increases. Employees in Classification B are to be evaluated by Department Heads with confidential recommendations submitted to the City Manager.

A. Group Life Insurance Coverage

Each participant in the program will receive group life coverage paid for by the City of Lodi. Group A employees will receive life insurance coverage equal to 1.5 times their annual salary rounded to the nearest one thousand dollars. "B" classification employees will receive coverage of fifteen thousand dollars.

B. Deferred Compensation

As a supplement to the City's deferred compensation plan, the City will provide, in addition to normal salary and contributions to deferred compensation, an additional contribution to expand retirement benefits. For Classification A employees, an additional 1% of income; for Classification B, an additional .5% of income will be added to individually selected deferred income plan. Employees will receive this during their employment with the City of Lodi and cannot withdraw it until they either retire or leave the service of the City.

C. Physical Examination

Each member of the Management Incentive Plan may schedule a complete physical examination annually. Any physical deficiency which might impair job efficiency will be promptly reported to the City Manager. This benefit in lieu of the birthday holiday.

D. Executive Leave

Each member of the Management Incentive Plan will be given an additional five days of Executive Leave each July 1. This leave may not be carried forward or reimbursed in any form.

E. Other Benefits

Benefits offered within the Management Incentive Plan include, without reference, benefits equal to those of any employee group which are negotiated as a part of a labor contract; however, for Classification A employees, the City will pay for the full cost of these benefits for employee and dependents. The City shall not be required to provide such benefits if individual members are ineligible due to law or regulations.

Salary Schedules:

Schedule "A" salary range does not contemplate automatic steps nor the assignment of steps within salary ranges. It is intended that the City Manager hire or assign staff employees to any salary within the range provided for any position. In the case of Schedule "B" personnel, the Department Head will assign salaries to the appropriate salary range with the approval and concurrence of the City Manager. It is implied and understood that Council appointive positions will be assigned salaries, within the stipulated salary range for such positions, by the City Council.

FURTHER BE IT RESOLVED, that the City Manager submit the necessary resolutions to implement this plan so that these benefits will become available at the earliest possible time.

SCHEDULE A

DEPARTMENT HEADS

City Manager

Assistant City Manager

Administrative Assistant

City Clerk

Community Development Director

Finance Director

Librarian

Fire Chief

Police Chief

Utility Director

Parks and Recreation Director

Public Works Director

SCHEDULE B

MID-MANAGEMENT EMPLOYEES

Administrative Assistant (Public Works)

Assistant City Engineer

Assistant Finance Director

Assistant Planner (2)

Associate Civil Engineer

Chief Building Inspector

Equipment and Building Supervisor

Park Supervisor

Recreation Supervisor (2)

Street Supervisor

Water/Sewer Supervisor

Supervising Librarian (2)

Assistant Fire Chief

Chief Fire Inspector

Fire Training Officer

Police Captain (3)

Police Lieutenant (4)

Assistant Utility Director

Electrical Engineer

Utility Supervisor

Dated: March 16, 1977

I hereby certify that Resolution No. 4336 was passed and adopted by the City Council of the City of Lodi in a regular meeting held March 16, 1977 by the following vote:

Ayes: Councilmen - Ehrhardt, Hughes,
Katzakian, Pinkerton and
Katnich

Noes: Councilmen - None

Absent: Councilmen - None


ALICE M. REIMCHE
City Clerk